App. F. IX-4

1932.
(Pts)

File No. 21-32

Serial Nos. 4

Previous References
Pts 66-29 Sh 2
" 22-3a " 9
G.F. 175-3a " 1-4.

Later References
Pts. 45-36 " 1-3.

General and Revenue Secretariat.

Serial Nos. 1

Part B for November 32.

SUBJECT.

Payment of overtime allowances to the employees of the Government Press.

214

To.

G. 1588-9 & 31.8.32

The Supt. Government Printing
The Comptroller to Government

Pages 11 & 12 about the grant of overtime allowances to the employees of the Government Press + Pages 13 & 14 of the Press Manual be modified accordingly.

1152

4653
21.

General and Revenue Secretariat

App. E. III—2]

File No. S&A 362 of 1931.

Serial No. 1

Letter no A 1539 D/ 9.4.1932 from the Comptroller requesting orders of Govt as to whether it is intended to pay overtime allowance to the Piece work employees and menials of the Printing Press and whether payment of the allowance is admissible without any limit in proportion to the rate of pay.

Submitted with reference Collectors. The points for Consideration are the following.

1) Whether Overtime allowance may be paid to Piece work employees.

Re this the Superintendent Govt. Printing, states that the Piecework establishment having been made permanent and fixed on permanent salaries as per G.O. D/ 27.6.30 they have also become eligible for overtime allowance under the G.O. D/ 19.6.1920 and are accordingly paid overtime whenever they are employed on overtime work. This may

and to A).

Flag A

Flag B

NOTE—Contn. Sheet

WD 02553—50,000—GPB—8-7 30

perhaps be accepted.

2) It would appear that certain menials Viz gate-man, Daffedar and Peon are paid overtime allowances regularly month after month.

The nature of the work of these menials is explained in para 4 of his letter (enclosure to P.W.D.) Whether by their mere presence more or less, they should be entitled to overtime allowance and whether their stay for a long time, cannot be prevented by means of turns etc. and the overtime allowance saved to Govt is / are for consideration.

3) Whether the Amount of overtime allowance may be without any limit in proportion to the rate of pay.

4) It would appear that in the Cases referred to in item 2 Supra and in several other Cases

Overtime allowance in the Printing Press

4653

General and Revenue Secretariat

File No. 9m 5442 of 193

[App. F. III—2

Serial No.

the Overtime allowance is as much as if not more than as ones pay. (The Superintendent himself states that it will not be more than one's pay). His reason for not Considering this aspect of the question is that expenditure on account overtime allowance has reduced itself Considerably. But it would perhaps be worthwhile obtaining some statistics in respect of items 2 and 3 Supra from the Audit Office and examine the question on principle and with reference to the limitations prescribed in G.O Dy 19.6.1920 (Flag B)

8366

7.5.32

The administration Branch may also be consulted.

(Sgn) 10/5

Rec'd 16/5

G.M. 16/5

13/5

The Piece work Estt: shown is been made permanent and fixed on permanent Salaries as per Go: Dated: 27-6-1930. they are eligible for overtime allowance also even they are employed on overtime work (vide para 2 of the Supdts letter, forming enclosure to the Comptrollers reference)

NOTE—Continue Sheet.

Overtime allce to the Estt: of the Printg Press

← File No. 362 of 1931-2 General and Revenue Secretariat

Re. point no. 2, the circumstances in which overtime allowances are being given to the three menials in question seem to be sufficiently explaining (vide para 4 of the enclosure).

As regards the 3rd point — the Supdt: assures that no instance has occurred when an overtime allowance has ever been more than one's pay.

The Controller may, with reference to the point raised in para 2 of his letter of 9.4.32, be informed in the affirmative. As regards point (2). no data are available to show whether there were any instances when overtime allowances ever exceeded one's pay. Subd for orders.

19.5.32

The entire staff who were in receipt of the allowance before the revision seems to be entitled to it.

A limit say 50% of the pay may perhaps be fixed in all cases.

23/5/32

Please put up the file about bringing the piece work establishment under fixed scale of pay. Whether A.W. estt is entitled to overtime is the only point for scrutiny.

25.5.32

Subd with the file (P&S. 22-30-7) requisitely

25/5 the asstt. Secy:

Serial No.

The points raised by the Comptroller are :-

(1) whether the entire sub: staff on the permanent establishment, including the piece work employees brought on fixed salaries & the menials, should be entitled to overtime allowance &

(2) whether the overtime allowance should be paid on the scale mentioned in the G.O. of 19. 6. 1920 without ~~any limit in the maximum~~ fixing a maximum limit.

In regard to the first point, no distinction has been made in the G.O. mentioned above, between the technical and ~~other~~ non-technical staff. It distinctly says that the entire sub: staff on permanent salaries shd be entitled to overtime allowance. According to this order, the menials staff was also entitled to it & the Supdt: says that it was being given the allowance all along without any objection being raised. The arrangement may perhaps be continued for reasons given by the Supdt.

In regard to the piece work establishment recently brought on permanent pay, there seems, however, to be some doubt. Their pay was fixed on the basis as pieces

NOTE—Contn. Sheet.

WD 10—GBPM—60,000—13-8-31.

Case 442

File No. of 193 | General and Revenue Secretariat

to their average earnings for three years previously, which means that the pay given them includes overtime allowance. (Vide extract from Inspr's letter, flag J). Whether they shd be entitled to overtime allowance again, may be considered. If they have to work for 8 hours under the new arrangement, that is a feature common to the entire est., and not peculiar to them. A

In regard to the 2d point, the G.O. of 1920 says that the overtime allowance shoulb be calculated "at one day's pay for every 6 hours' overtime", subj: to certain limitations. The figure "6" will have to be changed into "8". Again in no (ii) of the limitations, the ~~hours~~ word "three" may have to be altered to "four". The G.O. already fixed the maximum & the minimum amount of overtime and with the alterations now indicated, the Comptroller's point will have been met.

The Jnl: Secy: has called for the remarks from the Administrative Branch.

For orders.

26.5.32

I agree (Genl: Secy)

GENERAL SECRETARIAT
26 MAY 1932
No. 5178

8771
5/5

Jnl Secy
Fin: Comptr

28/5/32

Serial No. 210. 458 6/6/32

Forwarded to the Supdt P. with Compliments for favour of his opinion, especially regarding A item.

2-6-32

According to the Government Order of 1920, the entire staff of the press on permanent salaries, excluding only the Superintendent, the Assistant & Sub-Asst Superintendents and the Chief Foreman are eligible for overtime allowance. The subordinate staff referred to includes the menial staff as well as the working or technical staff as they form part of the salaried establishment of the Government Press drawing monthly salaries. As they are not specifically excluded either in this Government Order or in the Government Order passing orders on the Press Committee's Report, and they are entitled to draw overtime allowances at the rate of their salaries.

Such being the case, it is not clear why objection is raised for the payment of overtime allowances to the technical staff as well as to the Gate-keeper, Daffedar and peon who belong to the miscellaneous and menial staff of the Press. The presence of these three persons which is the minimum staff ordered to work, is absolutely necessary in the interests of Government work and the safety of Government property for the reasons stated in my letter to the Comptroller. In order to minimise the overtime allowance, the Daffedar will be replaced by a peon. In fact, this is being done now. As overtime is resorted to very rarely now-a-days, the

SECRETARIAT 16 JUNE 2

NOTE—Contn. Sheet.

881

allowances drawn by these men will on no account be equal to their pay. The enclosed statement showing the overtime allowance drawn by these men during the past two years proves this point and exhibits how expenditure is growing less year by year.

As regards the doubt expressed at A in the Assistant Secretary's note above, I may state that pieceworkers as such are not at all entitled to overtime allowances as they are not salaried men and were never paid overtime allowances when they worked as pieceworkers. They were paid wages according to the quantity of work turned out by them irrespective of their attendance at the Press early or late. When they were fixed on permanent salaries according to the orders on the Press Committee's recommendation, their average earnings as pieceworkers for the past three years were taken into consideration for fixing their pay and not overtime allowance which was never paid to them. Hence, payment of overtime allowance to them now does not amount to double payment. They are also entitled to overtime whenever they work out of office hours (i.e. begins 8 hrs) as they have become salaried officials.

As regards the 2nd point raised in the Assistant Secretary's note, the wording of the Government order of 1920 may be altered as suggested by him, retaining the same amount of minimum and maximum overtime allowance as is now contained in the Government order.

In the light of the above explanation, I beg that clear orders may be issued to the Comptroller that overtime allowances may be paid to the entire subordinate

~~1052~~ 5442

5

staff of the press which includes the work establishment (pieceworkers made permanent) and the menials and that payment of the allowance may be admitted within the minimum and maximum amounts fixed in the Government order of 1920.

B Shivaiya

Bangalore,
Dated, 13-6-32.

Superintendent,
Government Printing.

16/6

OFFICE OF THE
SECOND MEMBER OF COUNCIL
16 JUNE 1932
No. 10563

The Supdt's proposals may be approved

2nd member)

16/6/32 16/6

Papers

17.6.32

17/6

Submitted with a draft reply to the Comptroller's letter in the first instance.

Fur' secy!

28/6

21.6.32

No ZR 1614 dated 9-7-30
To the Comptroller

The file may perhaps be transferred to the Administrative Branch for putting up draft Govt order approving the Superintendent's proposals

9300
24/6

TYPE OFFICE
6 JUL

10-7-32

G. M. Pormith
compliments)

(10)

Statement showing the overtime paid to the front and rear Gate keepers and the peon attending on the Sub-Asst. Superintendent.

1930-31 & 1931-32.

Month.	Front Gate Gate keeper pay Rs 30/-.	Rear gate Peon on Rs 13 + 2.	Peon attending on the Sub-Assistant Superintendent. (Daffedar on Rs 17 + 2)
1930-31.			
July	10-14-0	5-12-0	1-13-0
August	16--1-0	7--0-0	5--2-0
September	14--6-0	5--2-0	7--0-0
October	11--8-0	3-10-0	4-14-0
November	12--8-0	2--1-0	4--7-0
December	9--7--0	2--4-0	4-13-0
January '31	6--7--0	3--3-0	1-13-0
February "	4-13--0	3--4-0	1-14-0
March "	4--6--0	4--1-0	5--1-0
April	6--2--0	4--1--0	2--9-0
May	9--7--0	4-10-0	3--5-0
June	8-10--0	3--2-0	3--5-0
	114-9--0	48-2-0	46-0-0
1931-32.			(Peon on Rs 13 + 2.)
July 1931	6-12-0	3-10-0	1--4-0
August "	7--4-0	3-10-0	1--0-0
September "	5-12-0	2-11-0	...
October "	5-1--0	2--9-0	0-11-0
November "	5-5--0	2-10-0	...
December "	7--0-0	3--6-0	...
January '32.	5-14-0	2--4-0	1-3-0
February "	6-10-0	3--3-0	2-3-0
March "	9--3-0	3-14-0	2-14-0
April "	5--0-0	2-15-0	0--6-0
May "	10-13-0	4--1-0	0-11-0
	74-10-0	34-13-0	10-4--0

B Cunningham

Superintendent,
Government Printing.

aiyde 15/6

D.v.s.

P.T.O.

Re. payment of overtime allowance to the employees of Govt: Press.

[App. F. III—2

General and Revenue Secretariat — P&S File No. 21 of 1932

Serial No.

GENERAL SECRETARY 29 JULY 1932 No

Subd with a draft G.O: for Govt Approval.

GS 29/7/32

Genl: Secy) 29.7.32

II Secretary

Fin: Secy.

R 8/8732

R 18/8/32

H: 397-32 8.8.32

If a/p/d: the draft seen by the Fin: Secy will issue. The 2d Member has agreed to the Subd's proposals. (Vide page 5 of the notes).

Genl: Secy) 19.8.32.

GENERAL SECRETARY 19 AUG. 1932 No

Yes R 25/8/32

Issue 25/8/32

5 AUG. 1932

H. Secy. 4.8.32

Issue again here.

25/8/32 Issue 25/8/32

Communicated

To

The Supdt Govt Printing

The Compts to Govt

G. 1588 dt 31-8-32

Passes orders for the grant of overtime allowance to the employees of the Govt Press & directs that rule 12(2)(3) of the Press Manual be modified accordingly

NOTE—Contns Sheet.

WD 70—GBPM—60,000—13-8-31

S.C.4-362-31-1

(17)

OFFICE OF THE COMPTROLLER TO THE GOVERNMENT
OF HIS HIGHNESS THE MAHARAJA OF MYSORE.

No. A.I.539. Encl, Bangalore, dated 9th April 1932.

From

S. SHAMANNA, Esq., B.A.,
Comptroller to the Government of
His Highness the Maharaja of Mysore,
Bangalore.

To

Rajasevaparayana
B.Srinivasa Iyengar, Esq., B.A., B.L.,
Secretary to the Government of Mysore,
Financial Department, Bangalore.

SECL BRANCH
4653
18 APR. 1932
GENL & REV. SECTT.

Sir,

According to G.O.No.G.14823-30/P&S.66-29-2 dated 27-6-31 revising the Press Establishment and passing orders to regulate rush work in the Press, payment of overtime allowance is admissible only in the case of certain specified works. As per G.O.No.2529-5/EAG.435 dated 19-6-20 the entire subordinate staff on permanent salaries excepting the Chief Foreman are eligible for overtime allowance. It is not specified in the order of the 27th June 1931 whether the allowance is admissible to the entire staff including the members of the Menial staff or only to the technical staff. In auditing overtime allowance bills relating to 1931-32 it is observed that the allowance is being claimed in favour of the gateman, Daffedar and Peon. A reference was made to the Superintendent of Government Printing and a copy of his reply No.P.1235 dated 3rd November 31 is herewith sent for your information.

I request clear orders of Government as to whether (1) it is intended to pay ~~o.t.~~ overtime allowance to the entire staff including the piece work employees on fixed salaries and the menials and (2) payment of the allowance is admissible without any limit in proportion to the rate of pay.

I have the honor to be,
Sir,
Your most obedient servant,

B. V. Narasimha Rao
~~Deputy~~ Comptroller.

U.

(12)

Letter No. 1235 dated the 3rd November 1931 from the Superintendent, Government Printing, Bangalore to the Comptroller of Mysore, Bangalore.

With reference to your letter No.170/TAD.A.I. dated 22nd Ultimo, regarding the payment of overtime allowance to the Press Establishment, I have the honour to state that the entire subordinate staff of the pres on permanent salaries are eligible for overtime allowances as per G.O. No.2524-5/EAC. dated 19th June 1920 and accordingly, overtime is being paid to this establishment which includes the Gate-keeper, the Daffedar and the peon.

2 The piece work establishment, excluding piecework compositors, having been made permanent and fixed on permanent salaries as per G.O. dated 27th June 1930, they have also become eligible for overtime under the Government Order of 19th June 1920 and are accordingly paid overtim whenever they are employed on overtime work.

3 Government, with a view to minimise overtime expenditure have, however, laid down in their order dated 27th June 1930 the cases in which generally overtime may be resorted to and this office is adhering to the direction of Government in this respect and details required by you in ~~th~~ this connection are being noted on the overtime bills as intimated to you by Government in their letter No.Fl.9359/G-F- 175-30-4 dated 20th June 1931.

4 Whenever overtime is ordered in accordance with this principle, the Gate-keeper who has to search the employees in the front gate, the Daffedar or peon who has to search them at the rear gate of the Press where the employees go to the urinals, and a peon, who has to wait on the officer who is present to execute the overtime work, to take proofs to department, &c., will all have to be invariably present in the interests of safeguarding Government property and of carrying on Government work. It is absolutely the irreducible minimum establishment that will have to be ordered every time overtime work is done in the Press. Hence overtime is paid to these men invariably.

5 With the increase in the number of working hours in the Press and with the arrangements now made to deal with almost all work within the limits of working hours only, the expenditure on overtime has considerably dwindled. It used to be nearly Rs.5,000/- in 29-30 and previous years, but last year it went down to nearly 2,500/- effecting a drop of

50 per cent and this year it may not amount to even Rs.1,500/- which is the final allotment now available in the Press Budget for 1931-32. Hence it may be taken as certain that no instance will occur where the overtime allowance drawn by an employee will ever be more than his pay.

6. In these circumstances, I beg to submit that the existing orders cover all the requirements regarding the payment of overtime allowances to the employees of the Press.

'Copy'

Superintendent,
TAD.A.I.Section,
Comptroller's Office.

Appendix F G—1]

SUBJECT .....

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Section

File No.

Serial No.

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

the *193*

Date of issue 9/7/32

Signed by Mc A8Roo

List of enclosures .....

Copied by .....

Examined by .....

No. FL 164

To The Comptroller

Sir

With reference to your letter no A I 539 of 9.4.1932 requesting orders as to whether (1) it is intended to pay overtime allowance to the entire Staff including the piece work employees on fixed Salaries and the menials and (2) payment of the allowance is admissible without any limit in proportion to the rate of pay. I am directed to reply in the affirmative

The payment of the allowance may be omitted within the Minimum and Maximum amounts fixed in G.O. No. 2524-5 Eag. 435- D/9.6.1920

I have etc.

for Financial Secretary

(17)

G.R.S. App. F VI—G 2]

SUBJECT .....

.....

.....

Diary No. of letter replied to .....

Section P & S

File No. 71 - 32

Serial No. 4

General and Revenue Secretariat

( )

the 193 .

Proceedings of the Government of His Highness the Maharaja of Mysore.

Date of issue 31/5/1933

Signed by M. Venkata Rao

Read— G.O. no: 2524-5/E.A.C. 435 dated 19.6.1920 according sanction to the payment of over-time allowance for extra work done by ~~Certain~~ The employees of the Govt. Press.

~~Superintendent Govt: Printing~~

G.O: no: G.1483-80/ ~~Order thereon. nil~~ P & S. 66-29-2. dated 27.6.31 revising the Estt: of the Govt: Press and passing orders to regulate rush work in the Press.

Letter no: A.1.539 dated 9.4.32 from the Comptroller to Govt requesting with reference to the G.O's read above, clear ~~Orders~~

May this be—

(i) printed ?

(ii) treated as a standing order ?

(iii) published in the Gazette, English Part ? 'A'

(iv) translated ?

(v) placed at the disposal of the press ?

(vi) published in the Gazette, Kannada Part ?

29/5

as to whether (i) it is intended to pay overtime allowance to the entire Staff including the Piece work employees on fixed salaries and the menials and (ii) payment of overtime allowance is admissible without any limit in proportion to the rate of pay.

Order no: G.1588-9 dated 31/8/32.

According to the G.O: of 1920, the entire Staff of the Press on permanent salaries excluding the Supdt:, Asst: and Sub-Asst: Supdts and the Chief Foreman are eligible for overtime allowance. The Subordinate Staff of the Press Comprises the menial Staff as well as the working or technical Staff including the Piece-work employees on fixed salaries as they form part of the salaried Estt. of

List of Enclosure

Copied by

Examined by

G. R. S. App. F. G. 3.

GENERAL AND REVENUE SECRETARIAT.

(*Continuation sheet draft form.*)

the Govt: Press. As they are not specifically excluded in either of the two G.O.'s read above, they are entitled to draw overtime allowance.

As regards fixing a limit for payment of overtime allowance the Supdt: Govt: Printing ~~is of~~ who was consulted is of opinion that the minimum and maximum overtime allowance as fixed in the G.O: of 1920 may be retained subject to the modification that the words 6 hours" mentioned therein for the calculation of overtime shd be altered to " 8 hours" and the words " three hours work" occurring in no: (ii) of the limitations be altered to " four hours' work".

Govt: accept this opinion and are pleased to direct that the Rules 12 and 13 of the Press Manual referred to in the above G.O. ~~G.O: referred to~~ be modified accordingly.

RZ 8/8/32

VD 01537—GPB—1,000—28-4-32

To The Supdt: Govt: Printing
" Comptroller, Mess 7-B.
in continuation of ~~Letter No. 38-1944~~ dated 9-7-32

General Secy
GS